

Basic Information

1050 Connecticut Avenue, N.W.
Suite 1100
Washington, DC 20036-5304
Organization Size: 1025
Office Size: 117
Hiring Attorney: Janis Penman

Recruiting Contact:
Belle O'Toole
Recruiting Manager
1050 Connecticut Avenue, N.W.
Suite 1100
Washington, District of Columbia (DC) 20036-5304
United States
Phone: 202-861-1520
DCRecruiting@bakerlaw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 4,327
2024 compensation for 2Ls (\$/week) 4,327
2024 compensation for 1Ls(\$/week) 4,327

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 9

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	51	16	11	1	2
	Women	15	18	3	2	1
	Non-binary	0	0	0	0	0
	Total	66	34	14	3	3
Latinx	Men	0	1	0	0	1
	Women	1	1	1	0	0
	Non-binary	0	0	0	0	0
White	Men	49	13	11	1	0
	Women	12	12	2	1	0
	Non-binary	0	0	0	0	0
Black or African American	Men	1	1	0	0	0
	Women	1	2	0	1	1
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	1	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	1
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	1	3	0	0	0
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	1	3	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Elizabeth McCallum
Partner
202-861-1522
emccallum@bakerlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.8
Average Hours per Attorney last year	53.3
Percent of associates participating last year	61.5
Percent of partners participating last year	41.5
Percent of other lawyers participating last year	36.7

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	Yes
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	2	2	5	5	3
Entry-level (non-traditional track)	0	0	0	0	4
Lateral Partners	2	0	2	0	4
Lateral Associates	12	0	3	0	4
All Other Laterals (non-traditional track)	3	0	2	0	6
Post-Clerkship	1	1	0	0	1
LL.M.s (U.S.)	0	0	1	0	1
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	6	0	3	0	3
1Ls	0	0	0	0	1

Number of 2023 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria Our culture is characterized by integrity, collegiality, practicality, diversity and professional excellence. We strive toward innovation and building long-standing, high-quality client relationships. We seek to hire individuals who display these values.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Privacy and Data Security	Digital Assets & Data Management	3	0	6	0	0
Business, Corporate	Business	7	2	2	0	0
Intellectual Property	Intellectual Property	9	2	3	1	2
Labor and Employment	Labor & Employment	3	0	1	0	0
Litigation	Litigation	32	7	20	4	1

Diversity & Inclusion

Diversity Contact: Leah Fisher

Diversity Website/URL: <https://www.bakerlaw.com/diversity/overview/>

Organization Narrative

Belong at Baker: For more than a century, BakerHostetler has maintained an unwavering dedication to the highest standards of client service. With more than 1,000 attorneys across 17 offices coast to coast, we provide sophisticated and innovative legal counsel. Leveraging the firm's strong foundation, we opened offices in Dallas, San Francisco and Wilmington, Del. in 2020.

Our core practice groups are Business, Digital Assets and Data Management, Intellectual Property, Labor and Employment, Litigation, and Tax.

- **We are trial lawyers with a tech advantage.** With more than 500 litigators, we represent market-leading clients in virtually every type of case and proceeding. We leverage a sophisticated suite of proprietary technology that includes predictive coding, artificial intelligence, and customized tools to efficiently manage and marshal large amounts of data to win for our clients.
- **We are a middle-market corporate leader.** With more than 250 transactional attorneys, our corporate practices cover every aspect of a business transaction. Since 2021, our deal teams have worked on more than 500 M&A transactions with an aggregate value of more than \$58 billion.
- **We provide a 360-degree approach to "everything data."** Our Digital Assets and Data Management Group includes more than 100 attorneys and technologists operating at the intersection of innovation and regulation. We address digital transformation, e-commerce, fintech, cybersecurity, consumer privacy, transactions, governance, risk management, and more. Our unique IncuBaker team develops insights and solutions that deploy emerging technology, including operational smart contracts and live litigation dashboards.

Be Valued: friendly, flexible, engaged. We are a nationwide Big Law firm with a collegial culture stemming from our Midwest roots. We are committed to creating a rewarding environment that offers opportunities for challenging work, a supportive and engaged atmosphere, and a promising path for career development. We signed the ABA Well-Being Pledge to support healthy work environments for legal professionals and we provide many programs and opportunities for balancing career and personal priorities.

- Alternative work schedules
- Benefits for part-time personnel
- Child and elder care resources and referral services
- Employee assistance program
- Parental leave, new parent support and ramp-up programming
- Work-from-home options
- Inclusive and holistic family care beyond traditional medical coverage, including fertility (such as IUI, IVF, and egg, sperm or embryo freezing), adoption, and surrogacy benefits

Be Supported: training, mentoring, development. We provide an ongoing training track that supports your legal career at all stages designed to provide a realistic path to partnership. From practice-specific skills to business development and professional leadership, we believe in an apprentice culture that provides you with meaningful, practical experience, supported by experienced mentors throughout your career. Your learning and development opportunities evolve in step with your advancement, beginning with our highly regarded Summer Associate program. Programming includes:

- **Unassigned Associate Program:** You can choose to join a specific practice or opt for our one-year unassigned program to explore your potential choices.
- **New Associates Academy:** A comprehensive, multi-day, in-person training program for the firm's entry-level associates, including substantive legal skills (legal writing, negotiations) as well as firm culture, professional ethics and law firm economics.
- **Midlevel Associate Academy:** Multi-day, in-person, critical skills and practice group-specific training (including NITA-based trial, negotiation training) for our midlevel lawyers to give them hands-on experience to hone their developing practices.
- **Senior Associate Academy:** Essential advanced level professional development training, including leadership, business development and business economics.
- **Practice group-specific training:** NITA-based deposition training, mediation and negotiation workshops for business transactions, in-office legal writing training, monthly practice group and team calls, webinars on practice developments, new case law and industry issues, and off-site Practice Group Retreats.
- **Comprehensive Mentoring Program:** For ALL associates over the life cycle of their careers to promote their professional satisfaction, well-being, training and development, and opportunities for advancement, including individual pairings, business development and mentoring circles.

Be Engaged: pro bono opportunities. One of our founding principles is commitment to the communities where we work and those in need through our pro bono work. Associates receive full billable hours credit for pro bono work with **no cap**.

Our pro bono work includes significant social impact litigation as well as nonprofit counseling and partnerships with organizations advocating for the legal rights of women, immigrants, and members of the LGBTQ+ community.

A recent example is the firm achieving victory when the U.S. Court of Appeals for the District of Columbia Circuit ruled that three Sikh men may wear their turbans and keep their beards as they complete Marine Corps recruit training. We provide pro bono counsel for Her Justice, Human Rights Campaign, Boys & Girls Clubs of America, The Veterans Consortium, and many others.

BakerHostetler received the National Legal Aid and Defender Association's 2023 Beacon of Justice award for the firm's demonstrated commitment to intentional inclusivity and intersectionality around LGBTQ+, gender equity and racial equality work. The Veterans Legal Institute (VLI) also named BakerHostetler's Costa Mesa office Law Firm of the Year for its exceptional legal services to VLI clients, striving to prevent veteran homelessness throughout Southern California.

The dedicated work and time of associates for leading non-billable projects is recognized with **Citizenship Hours** that provide billable hour credit for bonus eligibility.

Be you: inclusive, supportive, respectful. We value and promote inclusion and diversity at all levels of our firm because it enriches our counsel, our workplace, and our communities. Our firm maintains an active firmwide Inclusion & Diversity Council, many affinity groups, and office-specific diversity and women's committees supported by our firmwide Inclusion & Diversity Director. We provide a steady stream of events, webinars, and training opportunities, and support associate involvement in diverse bar associations and community organizations. Among our initiatives:

- The firm is **Mansfield Certified** for inclusive consideration of women and diverse candidates in recruiting, advancement, firm leadership, and more.
- BakerHostetler has been named a recipient of the *Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion*, receiving a **score of 100** on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI). This is the fourth consecutive score of 100 the firm has received on the CEI.
- The firm is ranked a Top Performer by the Leadership Council on Legal Diversity.
- Women attorneys participate in every level of firm management. About half of the firm's Policy Committee are women or diverse.
- BakerHostetler is a member of the Law Firm Antiracism Alliance, an international collaboration across law firms focused on identifying the causes and solutions for racial inequity.
- Through dedicated programming and training, we support candid conversation about lived experience and lasting change.

Learn more about [Inclusion & Diversity](#) at BakerHostetler.

Learn more about BakerHostetler's [Women's Committee](#).

Learn more about BakerHostetler on [LinkedIn](#) and follow us on Instagram [@bakerhostetler](#).

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